

# **SFIS Embedded Elements Workshop - Personnel and Financial Visibility**

## ***Manage Assignment, Placement and Transfer (Organization UID)***

**November 7, 2005**

**Follow-on Session**



Office of the Under Secretary of Defense (Personnel and Readiness) (OUSD(P&R))  
Human Resources Management Core Business Mission Area  
Joint Requirements & Integration Office



# SFIS Embedded Elements Workshops

## Individual Session Objectives

### Define SFIS requirements for OUID:

- Current Organization Identifiers
  - What are they
  - How are they used
  - What's the data about the data
- Organization Attributes vs. Organization Links
- SFIS Aggregation Points
- SFIS Links



# Purpose

- ▶ Background – SFIS Requirement for Organization Identifier
- ▶ Background – Organization Unique Identifier
- ▶ Current Organization Identifiers
- ▶ OUID Requirements
- ▶ Implementation - P&R OUID Proposed Implementation
- ▶ Organization Unique Identifier OUID Usage – SFIS Phase I
- ▶ SFIS Specific Requirements for OUID
- ▶ Next Steps - SFIS in Collaboration with OUID Initiative



# SFIS Requirement for Organization Identifier - Background

- ▶ SFIS needs a DoD Organization Structure from which to “hang” an accounting structure.
- ▶ Original requirement was for 3 accounting levels to be identified within that structure:
  - Defense Level Organization
  - Major Command
  - Field Activities
- ▶ Analysis concluded that SFIS needs a way to uniquely identify an organization to allow financial transaction to be traced from the point of origin through updating of the systems from which the Departments financial reports are created.
- ▶ Discovered that OUSD(P&R) has a task team working to build an Organization Unique Identifier.



# Organization Unique Identifier - Background

- ▶ Draft Department of Defense Directive 8130.aa - Unique Identification for a Net-Centric Department of Defense - USD (AT&L) and USD (P&R)
  - *“All business transactions between the Department of Defense, Federal and non-Federal Agencies, and domestic and foreign persons and organizations will use uniquely identified DoD reference data, which will be controlled to enterprise-wide data standards.”*
  - *“Publish a DoD Instruction for defining, implementing and maintaining a unique identification standard to identify all organizations in the Department of Defense and applicable DoD Instructions for personnel...”*
  - *Establish, implement, and maintain the capability for unique organization identification for organizations external to DoD organizations (i.e., other Federal Agencies, commercial entities, and external governments)...”*



# OID Requirements

- ▶ A single unique, simple and non-intelligent identifier is required to uniquely identify organizations – the Organization Unique Identifier (OID) with one Authoritative Data Source
- ▶ OIDs will be used to identify all organizations within DoD and non-DoD organizations used by DoD systems
- ▶ Provide the capability for different identifiers to be associated with the OID
- ▶ Provide the capability for different attributes of an Organization to be associated with the OID (e.g., Name: full/long/legal, short, abbreviation, or also doing business as)
- ▶ Provide the capability to prevent an organization from having multiple OIDs at the same time



## OUID Requirements (continued)

- ▶ Provide the capability for access security and control of who is allowed to create, view, or modify organization information and to see when changes are made, by whom and to identify the values that changed
- ▶ Provide for automatic data feeds from Authoritative Data Source
  - Publish Data and Services for Organization Information
    - Discovery: browse, search, and retrieve data
    - Accessibility: allow access to data
    - Understandability: published formats (e.g., XML)
- ▶ Provide the capability for manual input in case there is not an Authoritative Data Source
- ▶ Provide the capability to maintain historical OUIDs and related information
- ▶ Provide the capability for future dated changes of the OUID related data (e.g., mailing address)



## P&R OUID Proposed Implementation

- ▶ Leverage the use of FMIDS as the Organization Unique Identifiers for all DoD and non-DoD organizations that are required to be uniquely identified to ensure execution of their assigned missions and associated tasks.
  - Identify an approach for non-DoD organizations
  - Identify the procedures to add additional requirements (entities, attributes, relationship, data values and rules) into the GFMEIDM





# Organization Unique Identifier Usage – SFIS Phase I

- ▶ Organization Unique Identifier:
  - “The means by which each and every DoD organization is uniquely identified. Each Organization Unique Identifier represents an organization within the overall DoD organization structure. The DoD organization structure represents the relationships between DoD organizations that share a common command and control structure. The relational properties represented by the DoD organization structure are relevant to the Organization Unique Identifier as well. Provide the capability to map business attributes to Organizations”
- ▶ Organization Identifier Type Code:
  - Indicates the organizational attribute (alias) being used to uniquely identify the organization for a given business event.



# Current Organization Identifiers

- ▶ Define the universe of Organization identifiers -
  - How do you currently identify an Organization for your business event?
    - What is the data structure for that identifier?
    - What is the authoritative source for that identifier?



# Current Organization Identifiers

- ▶ DoD Doctrinal Organization Identifiers
  - Unit Identification Code (UIC)
  - Unit Type Code (UTC)
  - Reporting Unit Code (RUC)
  - Personnel Accounting Symbol (PAS) (Unit Portion)
  - Department of Defense Address Activity Code (DoDAAC)
  - Treasury Department Code
  - Force Management Identifiers (FMIDS)
- ▶ Other Identifiers used in DoD
  - Data Universal Numbering System (DUNS)
  - DUNS (+4)
  - Trading Partner Identification Number (TPIN)
  - Commercial and Government Entity (CAGE) Code
  - NATO Cage (NCAGE) Code
  - US Federal Tax Identification Number (TIN)



# Current Organization Identifiers

## ▶ DoD Doctrinal Organization Identifiers

### – **Unit Identification Code (UIC)** – 6 character alpha numeric Ref: JP 01-2

- --Army: Army Status of Resources and Training System (ASORTS)
- Reference: AR 220-20 "Army Status of Resources and Training System (ASORTS)—Basic Identity Data Elements (BIDE)", dated 19 April 2004
- --Navy: Total Force Manpower Management System (TFMMS)
- Reference: NAVPERS 16000A "Total Force Manpower Management System (TFMMS) Coding Directory" dated July 2003
- --Air Force: Personnel Accounting Symbol System
- Reference: Air Force Manual 36-2621, Vol 4.
- NOTE: The Personnel Accounting Symbol (PAS) code is comprised of eight characters of which 1-2 comprise the MPF ID, 3-4 the MAJCOM), the remaining 4 characters identify the unit. It is my understanding that if you strip the first 4 characters, and add a "F" to the front and add a "0" (zero) to the end, this would correlate to the DOD standard for UIC.



# Current Organization Identifiers

## ▶ DoD Doctrinal Organization Identifiers

- Unit Type Code (UTC) –
- Reporting Unit Code (RUC) -
- Personnel Accounting Symbol (PAS) (Unit Portion) – See note for length
  - Air Force: Personnel Accounting Symbol System
  - Reference: Air Force Manual 36-2621, Vol 4.
  - NOTE: The Personnel Accounting Symbol (PAS) code is comprised of eight characters of which 1-2 comprise the MPF ID, 3-4 the MAJCOM), the remaining 4 characters identify the unit. It is my understanding that if you strip the first 4 characters, and add a "F" to the front and add a "0" (zero) to the end, this would correlate to the DOD standard for UIC.
- Department of Defense Address Activity Code (DoDAAC) -
- Treasury Department Code -
- Force Management Identifiers (FMIDS) -



# Current Organization Identifiers

- ▶ Other Identifiers used in DoD
  - Data Universal Numbering System (DUNS)
  - DUNS (+4)
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# SFIS Specific Requirements for OUID

## ► SFIS Aggregation Points:

- Original requirement was for 3 accounting levels to be identified within that structure:
  - Defense Level Organization
  - Major Command
  - Field Activities
- Do the aggregation points change with change of command?
- Are there different aggregation points when the accounting topic changes?
  - Funding
  - Budget



## SFIS Specific Requirements for OUID

- ▶ Provide the capability to map business attributes to Organizations
  - Agency Disbursing Organization
  - Agency Accounting Organization





## SFIS Specific Requirements for OUID

- ▶ Provide the capability to incorporate the business relationships between Organizations into the Departments organizational structure
  - One structure with dynamic links that are date/time specific
- ▶ Define the business associations between organizations
  - Given the Service/Component/Agency provided Organization structure...
    - What are the aggregation points for your business event?
    - What are the business relationships between Organizations?
      - ~ “Funds”, “Funded By”, “Accounts To”, “Accounts For”, etc.



# BACK-UP



# P&R OUID Discovery Approach

- ▶ P&R conducted research to collect information from DoD instructions and ongoing efforts that require organization information. Including:
  - Draft UID Capstone Directive Reviews
  - Global Force Management (GFM) Working Group Meetings
  - Standard Financial Information Structure (SFIS) Workshops
  - Defense Readiness Reporting System (DRRS) Briefings
  - Defense Integrated Military Human Resources System (DIMHRS) (Personnel/Pay) Requirement Documentation Development
- ▶ To collect the following information:
  - Requirements for an Organization Unique Identifier
  - Current Primary DoD Organization Identifiers
  - Other Identifiers Used in DoD
  - Force Management Identifiers (FMIDS)



## P&R Analysis Conclusions

- ▶ Organizations have multiple identifier types and may have multiple identifiers within a type
- ▶ Current organization identifiers are of different sizes and formats
- ▶ Current organization identifiers have different sets of rules for assignment
- ▶ Current organization identifiers have multiple authoritative databases
- ▶ There is no one Authoritative Data Source for mapping various organization identifiers to an organization



# SFIS in Collaboration with OUID Initiative - Next Steps

- ▶ And how are we going to do this, you ask?
  - Your knowledge
  - Leveraging Global Force Management Server Tools

**DEMO PLEASE**